

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 10 Number 27 • April 30, 1996

Daniel Fallon to Leave Position

Daniel Fallon, vice president for academic affairs and provost, has announced his intention to leave his position as the university's top academic officer effective July 1, 1996.

In announcing his decision, Fallon noted that when he arrived in 1993, he had set several goals in consultation with faculty, staff and students, as well as with Pres. William E. Kirwan. "With these and other objectives now met," Fallon says, "I believe the university is well positioned to meet its future."

He adds that it has "been a great privilege and a personal pleasure to serve as provost for three years. I have had the opportunity to participate with you [the university community] in many exciting ventures."

Fallon, who holds a faculty appointment in the School of Public Affairs, plans to teach and conduct research in



Daniel Fallon

the school. He is a nationally-recognized scholar on issues relating higher education to public policy, and is presently planning a book on the research university in the United States. His earlier scholarly works include a prize-winning book on the German university.

Fallon came to Maryland from Texas A&M University, where he had been dean of the college of liberal arts.

Kirwan has asked Charles Wellford, professor of criminal justice and criminology and chair of the College Park Senate, to chair a search committee charged with identifying and recruiting a new vice president for academic affairs and provost. Other members of the committee will be announced shortly. The

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UMS Committee Recommends Extending Family Benefits to Domestic Partners

On April 12, an ad hoc committee of the University of Maryland System (UMS) Board of Regents recommended that the board extend family benefits to domestic partners of system employees.

The recommendation was made on the principle that marital status and sexual orientation should not be considerations in compensation. Same-sex and opposite-sex unmarried couples should receive the same employment-related benefits as married couples, the committee said.

The Board of Regents will vote on the recommendation at its next meeting on July 12. To respond to the committee's report (a summary follows) before that date, send e-mail to dompart@umsa.umd.edu.

Summary of Report

The granting of family benefits to domestic partners is increasingly popular among businesses and universities seeking to attract and retain top employees. This trend reflects the growing number of domestic partnerships among U.S. households and an increasing commitment to policies of

nondiscrimination.

Prompted by a resolution of the College Park Senate, the UMS Board of Regents charged an ad hoc committee with making recommendations regarding the extension of benefits to domestic partners of UMS employees.

In fulfilling its charge, the committee held six meetings and reviewed an enormous amount of material on the experience of other organizations that have extended benefits to domestic partners and on the implications of doing so for the system.

To gain input from the UMS community at large, the committee held two public hearings, including interactive video sessions with the Eastern Shore and western Maryland, and received some 250 pieces of correspondence.

Following careful deliberations, the committee concluded in a five-to-two vote that extending benefits to domestic partners (both same-sex and opposite-sex) would have significant value for the system that far outweighs the negligible costs.

In making the recommendations, the

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Shining Brightly

Regina Taylor, star of the television series "I'll Fly Away," took part in the panel discussion "Behind the Scenes: Non-Acting Careers in Theatre, Television and Film" on April 17 in Ulrich Recital Hall. Other panelists included Walter Dallas, artistic director of Freedom Repertory Theatre; Cindy Mahmoud, vice president of development and special projects for Black Entertainment Television; Imani Drayton Hill, managing director of Woolly Mammoth Theatre; Denise Gantt, project director of

Theatre for a New Generation; and Scot Reese and Carmen Coustaut of the university's theatre department. The panel was one of many African-American Arts Festival activities on campus April 12-21. Taylor also appeared in the University Theatre production of "The Ties That Bind" in conjunction with the festival.



Scott Suchman

Campus to Install Security Cameras

In order to increase the level of safety on campus, Pres. William E. Kirwan accepted a plan to install video surveillance cameras on campus by sometime in June.

"Even with increased police presence, the police obviously cannot be everywhere at all times, and these cameras give us additional eyes on campus," director of university relations Roland King says.

The plan, which was a result of police department research on surveillance camera systems used by other schools and police departments, was accepted during a meeting between Kirwan, the president's cabinet and university police chief Kenneth Krouse. Those present at the meeting also discussed increasing police patrols on campus and a possible plan to have students carry electronic locator devices that would alert police to emergencies when activated.

About 15 cameras will probably be placed on top of university buildings and at other outdoor locations such as parking lots and heavily-walked areas. Indoor cameras will be placed at banking and vending machines.

Employees will tape record and watch the images 24 hours a day.

The police department has not yet determined other specific camera locations as well as the brand of camera to be used and the length of time tapes

will be kept on file. Campus Police has asked the university for \$80,000 to cover the purchase and installment of the system.

The police department will also make it known to the university community where all of the cameras will be placed, says Cpl. Mary Brock of the Campus Police public information office.

The surveillance camera plan comes in light of reports of five armed robberies on campus since March 2. The administration originally considered installing such cameras after the construction of Parking Garage 2.

Brock also says that campus' anxiety over on-campus violent crime has increased recently, and the community's perception of increased violence is important to consider.

"This is just one more step in a number of initiatives in recent years to improve campus security," King says. Other measures taken to increase safety on the campus have included increasing the amount of security phones and improving lighting, he says.

The possible locator devices, which look like pagers, would be issued to students on a voluntary basis and would not be used for at least another year, along with the electronic system that would allow police to know the exact place of activation.

—LOREN GOLOSKI

Initiative Celebrates Diversity Efforts With Awards

For the second year in a row, the campus-wide Diversity Initiative has recognized members of the university community who make significant contributions and have a positive impact on the entire campus with their diversity efforts. That is, efforts to explore and enhance common values emphasizing inclusion, interdependence, equality, justice, and mutual respect.

The second annual Diversity Initiative award winners have embarked on personal missions to embrace diversity and promote awareness and understanding of differences. They were honored at the Undergraduate Studies celebration of diversity held on Hornbake Mall on April 18.

Lawrence Donnelly, unit administrator for South Campus Dining Hall, was commended for his 22 years of service at the university. During that time, Donnelly has supported his multicultural staff and established international dinners, called "Around the World," as a mainstay in the campus dining halls.

In addition to many other activities, Donnelly has encouraged Dining Services to give back to the community through his involvement in the United Way campaign.

Steve Grande, a doctoral student in the college student personnel program, was honored for his academic work and research that explores issues of oppression on campus. Grande has presented his research at campus and national conferences and led a day-long retreat that examined white privilege and creating roles for whites in anti-racist work.

Grande is currently developing a campus-wide working group to explore what it means to receive privilege based on race, gender, religion, sexual orientation, and physical or mental abilities and how to dismantle these forms of privilege.

The faculty award went to Ruth Heidelberg for her relentless campaign for equity among employees at the university. Heidelberg, an associate professor of curriculum and instruction, helped found the Lesbian,

Gay, Bisexual Staff and Faculty Association for the university system and co-created an internet home page for the organization.

Heidelberg served as a tireless consultant, adviser and educator for the university Board of Regents Ad Hoc Committee on domestic partner benefits, which recently recommended that family benefits be extended to domestic partners.

Craig Newmann was lauded as an advocate for the rights of many groups on campus during his 25 years with the grounds division of the physical plant. Newmann has officially represented people who have been discriminated against because of race, gender, and sexual orientation.

Newmann assisted the university task force on Asian-American, Hispanic, and Native-American issues by arranging meetings between committee members and Latina and Latino employees.

Adrienne Tiñana was recognized for her community service efforts. Tiñana, a biology major, created the "You Can Make a Difference" program to help students volunteer in the communities they live in. She also has coordinated service efforts for the Phi Sigma Pi honor fraternity, the University Commuters Association and the East Coast Asian Student Union.

Tiñana has facilitated reflection sessions for student volunteers to help students learn about the root causes of oppression.

The winners were picked from letters of nomination submitted to the Diversity Initiative rewards and

incentives committee. Individuals who were not recognized with an award received a certificate for their nomination and were encouraged to continue their efforts.

"These awards are given to acknowledge and salute those people who are doing something about diversity."



From left, Lawrence Donnelly, Steve Grande, Kathryn Karam, Adrienne Tiñana, Craig Newmann, Ruth Heidelberg and Bill Patterson participated in the second annual diversity awards celebration April 18 on Hornbake Mall.

ty. Also, to call campus attention to the fact that these people are doing these things," said Bill Patterson, an associate professor of theater and member of the rewards and incentives committee.

"Hopefully, someday we will get to a point where we won't have to single out people for fighting oppression," Patterson said. "It won't be necessary."

—KIRBY DICKEN

Energy Department Executive Named Vice Chancellor of University of Maryland System

Donald Langenberg, chancellor of the University of Maryland System, announced on April 22 that Joseph Vivona was appointed vice chancellor for administration and finance for the system's 13 institutions.

Most recently Vivona served as chief financial officer for the U.S. Department of Energy, an appointment made by President Clinton. Vivona led the agency's strategic and budget planning processes. His office received the Vice President's Golden Hammer Award for its achievements in implementing the recommendations of the National Performance Review.

Vivona's 20 years of senior executive experience includes stints as vice chancellor for budget, finance and university computing for the City University of New York and as deputy state budget director for New Jersey.

He holds a master's degree from the New York University graduate school of public administration and a bachelor's degree from St. John's University.

"I am delighted at the prospect of returning to higher education and of joining a university system with a national reputation for forward-looking management," says Vivona. "The University of Maryland System enjoys an enormous advantage in the increasingly competitive educational marketplace."

Just One More Week

Tuesday, May 7 marks the last issue of Outlook for Spring semester.

Our production schedule for summer follows:

June 18—Deadline: Friday, June 7; July 16—Deadline: Friday, July 5

Schoenbaum Service Planned for May 4

A memorial service will be held on Saturday, May 4 at 4 p.m. in the reading room of Folger Shakespeare Library, located at 201 E. Capitol St. in Washington, D.C.

Schoenbaum was a distinguished professor emeritus of renaissance studies at the university and a noted Shakespeare scholar.

He died of cancer March 27.

The family has requested that contri-

butions in Schoenbaum's honor be made to The Folger Shakespeare Library, 201 E. Capitol St., S.E., Washington, D.C., 20003.

What's the Scoop?

Dear Scoop:

I couldn't believe my ears when I heard that Cole Field House was originally built to be an ice skating rink. Does that mean Maryland once had an ice hockey team? If so, did the Mighty Terps sink with the rink?
—Skating on Thin Ice

Ask around this campus about an ice skating rink and you will get more blank stares than a professor giving a two-hour lecture.

Sorry folks, Scoop discovered that Cole Field House was originally built to be nothing more than a basketball arena. There was no ice, no skating and no zamboni.

However, it was a big event when the

William P. Cole Student Activities Building was completed in 1955. The facility was constructed for basketball, indoor track meets, commencement exercises, faculty meetings and to house the College of Physical Education, Recreation and Health.

At the time of its completion, Cole Field House was exceeded in size only by Madison Square Garden. Newspapers at the time describe Cole as "mammoth," "giant" and "the last word in modern equipment."

The dedication game on Dec. 2, 1955 got off to a late start due to problems with the "modern equipment." The new spotlight used to pick out the players as they were introduced and the amplifier announcing them both fouled up, delaying the game and leaving the crowd of about 9,000 in the dark.

Happily, all was fixed and the glee club, the university band and a color guard of majorettes encouraged the team and the

crowd. The game ended with a 67-55 Terp victory over Virginia.

Cole Field House costs \$3,300,000 to build. All paid out of student activities fees and not costing the tax payers a penny. You don't hear that often.

A sign of the times as well, is that smoking was allowed in the new gym.

Thawing Out,
Scoop Jackson

Any questions for Scoop about the university? Send your inquiries to Scoop Jackson, c/o Outlook, 2101 Turner Building, or e-mail him at outlook@umdacc.umd.edu. For those of you unacquainted with Scoop, he is Outlook's infamous snoop.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

Vice President for Institutional Advancement
Reid Crawford

Director of University Relations
Roland King

Acting Editor
Janet Chismar

Layout & Production
Ginger Swiston

Editorial Interns
Katie Casey
Loren Goloski

Letters to the editor, story suggestions and campus information are welcome. Please submit all material at least two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4629. Electronic mail address is outlook@umdacc.umd.edu. Fax number is (301) 314-9344.

Notable

Ralph Bennett, a professor at the school of architecture and of the firm Bennett Frank McCarthy Architects, Inc., received a Gold Seal Award from the National Council of Seniors Housing of the National Association of Home Builders.

The firm received the award for its design of Bartholomew House on the grounds of St. Bartholomew's Catholic Church on River Road in Bethesda. The project was awarded in the unbuilt category and is scheduled for construction in 1997.

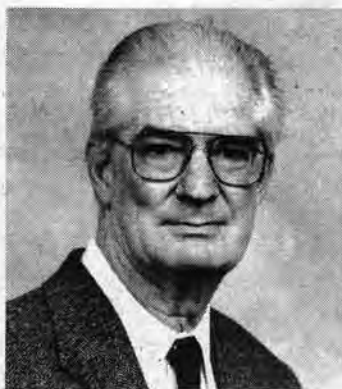
BehavHeuristics, Inc. (BHI) was honored as the Technology Advancement Program's (TAP) Graduate of the Year in a recent ceremony at the university. TAP is a small business "incubator" program of the Engineering Research Center. It provides space, support services and access to extensive resources of the university for entrepreneurs and start-up companies engaging in the development of technology-oriented products or services.

BHI's newest development is a service called the regional airline revenue maximizer, ReArm. During its tenure in TAP, BHI became a world leader in the commercialization and creation of neural network systems.

The Marketing Science Institute, a consortium of companies on the leading edge in marketing development, has awarded a highly competitive \$15,000 grant to marketing faculty members **Ruth Bolton** and **Janet Wagner** and doctoral student **Amy Smith**. The grant will support a study titled "Designing Service Recovery Efforts to Increase Customer Satisfaction and Repatronage Intentions."

The marketing team will investigate how customers' satisfactions and repatronage intentions are influenced by the type and magnitude of service failures and by the nature of the organization's recovery efforts, such as apology and compensation. Their results will impact the design of service delivery systems.

Herman Daly, senior resident scholar of the School of Public Affairs, won the Dr. A. H. Heineken prize for environmental sciences, which includes a \$160,000 award. Herman was recognized by the Royal Netherlands Academy of Arts and Sciences for his "original contribution to insights into the socioeconomic aspects in the decline of the environment." He is one of the first economists to focus on environmental problems and is considered the founder of the new discipline of ecological economics.



Herman Daly

Celso Grebogi has recently been awarded a Humboldt prize from The Alexander von Humboldt Foundation. Grebogi is a professor in the department of mathematics with joint appointments in the Institute for Physical Science and Technology and the Institute for Plasma Research.

The university is twice honored with this recognition as Grebogi is both a member of its faculty and a distinguished alumnus. After receiving a Fulbright Fellowship to study in the United States, Grebogi chose the University of Maryland, where he received both his M.S. and Ph.D. degrees from the physics

department. Grebogi earned a B.S. degree in the field of chemical engineering from Universidade Federal do Parana in Brazil.

James Harris, professor and chairman of the department of history, recently was a keynote speaker for a symposium on "European Antisemitism—Past and Present," at the University of Haifa in Israel.

Harris is one of the world's leading experts on this subject, especially German antisemitism. His talk focused on "Antisemitism in Bavaria in the 19th Century."

The symposium was sponsored by Haifa University's Reuben Hecht chair in the study of Zionism and history.

Last month, Hasia Diner, professor and chair of the department of American Studies, addressed an international conference at Haifa University devoted to "History and Memory." In a session on "Creation and Recreation of the Past," Diner lectured on "The Memories of Home: Immigrant Adaptation to America and the Creation of Ethnic Foodways."

That conference was sponsored by Haifa's department of general history.

Kari Nguyen, a junior biochemistry major and Banneker-Key scholar, has won the Barry Goldwater Scholarship in science and mathematics. This national merit-based award is provided to sophomores and juniors who demonstrate outstanding potential and intend to pursue careers in mathematics and the natural sciences. Nguyen is currently working with Rodolfo Rivas of the zoology department studying nerve cell adhesion.

The International Affairs Committee of the university has awarded international business professor **Lee Preston** its 1996 Distinguished International Service Award. The award recognizes his outstanding contributions to the university's international activities. Among those activities cited by the committee are Preston's role as former director of the business school's Center for International Business Education and Research and his involvement in the International Business and Foreign Languages program.

Thomas Regan, an engineering professor and associate dean of the A. James Clark School of Engineering, has been awarded this year's Chester Carlson Award for Innovation in Engineering Education. The \$1000 award was given to Regan who is an international leader in the movement to bring engineering design courses into the freshman year. The freshman engineering course, "Introduction to Engineering Design," has become a national model for other colleges and universities.

Edward Sybert has returned to the Engineering Research Center as the acting associate director of the Technology Advancement Program. Sybert first joined the center in 1984 bringing more than 17 years of experience in biotechnology, industry and government. He was the manager of the Engineering Research Center's biotechnology program for 10 years where he assisted faculty in developing collaborations with industry.

Sybert will be working with incubator companies and taking an active role with other university personnel in managing the construction project for TAP's new facility slated for completion in August 1998.

Summer Biology Institute Trains High School Teachers to Think Like Biologists

Presented to Congress as one of the six best science programs in the nation, the Summer Biology Institute creates an environment for high school and university biology instructors to interact and improve their programs.

Each summer, high school biology teachers come to campus for the five-week program, learning new and better ways to teach the subject. At the end of the session, every one is mentally exhausted, says Bretton Kent, instructor of zoology and director of the Summer Biology Institute. "Your brain has taken all the biology it can for a while," explains Kent.

The institute began seven years ago after the university changed the freshman biology course into a more experimental course, focusing more on concepts, says Kent.

The university biology professors found that high school students were coming into college having memorized information, but not knowing the concepts that tie everything together. In response to this, the university decided to begin training high school biology teachers to think like biologists and teach those concepts.

At the institute, high school teachers learn to teach true experimental biology, says Kent. They learn to design experiments and interpret results using basic principles of biology. The program leaves teachers with "a very vigorous grounding in concepts," he adds.

The Maryland Higher Education Commission funds the program which typically gets 70 applicants each summer for 24 openings. Last summer, the program

focused on human biology and this summer will focus on environmental biology.

According to Kent, the development of this summer's program occurred when teachers noted that students often show interest in the environment. The teachers commented on the sketchy details of ecology in high school textbooks. To help them better teach, this summer's institute gives emphasis to experimental research and concepts in environmental biology.

Teachers are "wildly enthusiastic" about the Summer Biology Institute, says Kent. One of the most enjoyable aspects of the program for Kent is having 20 of the most avid students who share a sense of wonder and discovery about biology.

University faculty are supportive of the program as well he adds. "Any one on campus is forthcoming with time, energy and materials," he says. Kent asks faculty to present seminars for the high school teachers who often do not know about cutting-edge research in biology.

Of the 150 teachers the institute has trained in the last seven years, 96 percent rate it as excellent, says Kent.

The effects of the institute are reflected in several ways, including the number of the teachers having decided to return for graduate study in biology, says Kent.

Also, teachers say that they feel more students are excited about biology as a result of their new teaching methods. And many of the high school teachers comment that previously they had felt isolated from others in the biology profession. However, because of their

interaction with the university, the teachers feel their students are better prepared to leave high school and face college-level courses, says Kent.

Three or four teachers will call Kent each week with questions or feedback, he says. Many appreciate the interest the university shows in their work and how the university recognizes that what they are doing in high school is different than what the university faculty face.

Kent credits county science supervisors with being very supportive of the program. The supervisors help in getting resources for teachers to conduct new kinds of labs and allow them to change labs so they are more experimental.

An outreach of the program has developed to help high schools that do not have the equipment to run specific experiments. Graduate assistants will take university lab equipment to the high schools lacking to purchase the equipment. Thus, students get a chance to do experiments they would not usually get to do until college.

Other schools have their biology classes come on to campus to run labs in the university lab rooms, says Kent. This has proven to be an effective recruiting tool for the university. High school students get to see what life is like on campus, what the facilities are like and what the university faculty is like.

As a result, more students are saying, "This would be a good place to go."

—KATIE CASEY

Calendar of Events

April 30-May 9

Tuesday, April 30

National Archives Lecture: "The Unseen War in Europe: Espionage and Conspiracy in the Second World War," John Waller, noon, National Archives Theatre. (202) 501-5000.

Opera Week Event: Scenes program featuring first-year students from the School of Music and Maryland Opera Studio, 12:30 p.m., Ulrich Recital Hall. 5-1150.

Physics Colloquium: "Granular Solids, Liquids and Gases," Heinrich Jaeger, professor of physics at the James Franck Institute, Univ. of Chicago, 4 p.m., 1410 Physics Building. 5-3401.

CPR Class: Learn adult and pediatric CPR and choking skills, two-night class, \$20 for students, faculty and staff, 6-9:30 p.m., 3100E Health Center, must register in advance in 2118 Health Center. 4-8132.*

Opera Week Event: The one-act operas, "The Stronger" and "The Italian Lesson," School of Music and Maryland Opera Studio, 8 p.m., Ulrich Recital Hall. 5-1150.

Wednesday, May 1

Molecular and Cell Biology Program Spring 1996 Seminar Series: "Dissecting the Protein Kinase C/MAP Kinase Signaling Pathway of Yeast," David Levin, School of Public Health, Johns Hopkins University, noon-1 p.m., 1208 Zoology-Psychology Bldg. 5-6991.

Astronomy Colloquium: "Extinct Radioactivities in the Primitive Solar Nebula and Triggered Star Formation," Al Cameron, Harvard Center for Astrophysics, 4 p.m., 1113 Computer and Space Sciences Building. 5-0282.

Computer Science Public Policy Lecture: "Is Legislation the Answer, and What is the Question?" a lecture about the impact of the Information Superhighway and associated legislative efforts in connection with censorship and copyright. Barbara Simmons, chair of the ACM U.S. Public Policy Committee, 4 p.m. 0111 Classroom Bldg. Reception at 3:30 p.m. in 1152 A.V. Williams. 5-2685.

Opera Week Event: The one-act Operas, "The Telephone" and "La voix humaine," School of Music and Maryland Opera Studio, 5 p.m., Ulrich Recital Hall. 5-1150.

Stress Management Peer Education Workshop: 5-6 p.m., 2101 University Health Center. 4-8140.

CPR Class: Learn adult and pediatric CPR and choking skills, two-night class, \$20 for students, faculty and staff, 6-9:30 p.m., 3100E Health Center, must register in advance in Room 2118 of the Health Center. 4-8132.

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

Thursday, May 2

Math Lecture: "Advanced Incomplete Factorization Methods for Solution of Diffusion-Convection Equations," Valery Il'in, Siberian Div. RAS, 9:30 a.m., 3206 Math Bldg. 5-5048.

Materials and Nuclear Engineering Seminar: "Magnetic Materials," G. Hadjipanayis, dept. of materials and nuclear engineering, 4 p.m., 2110 Chemical and Nuclear Engineering Building. 5-5208.

Committee on the History and Philosophy of Science Colloquia: "Localization as an Explanatory Principle in Biology: The Case of Vision," Robert Olby, University of Pittsburgh, 4 p.m., 1208 Zoo-Psychology. 5-5691.

Institute for Systems Research Lecture: "Developments in Wireless Communications," Allen Levesque, GTE Laboratories, 5-6 p.m., 2460 A.V. Williams Building. 5-6634.

ENRE Seminar: "Reliability of Ferroelectric Devices," Joseph Benedetto, Army Research Laboratories, 5:15-6:15 p.m., 1100 ITV Bldg. 5-3898.

CPR Class: Learn adult and pediatric CPR and choking skills, two-night class, \$20 for students, faculty and staff, 6-9:30 p.m., 3100E Health Center, must register in advance in Room 2118 of the Health Center. 4-8132.*

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

Friday, May 3

Opera Week Event: a scenes program featuring first year students, 12:30 p.m., Ulrich Recital Hall, Tawes, co-sponsored by the University of Maryland School of Music and Maryland Opera Studio. 5-1150.

Department of Dance Student

Association Performance: an informal showing of completed works and works in progress of students, 5 p.m., Dance Building. 5-3197.

Concert Society of Maryland: "Drums & Dances of Sri Lanka," the Sri Lanka Women's Dance Troupe, Chitrasena-Vijira Dance Company, 8 p.m., Tawes Theatre. Colorful, traditional dances from the Asian island nation, accompanied by complex rhythms on a panoply of indigenous drums. 403-4240.*

Opera Week Event: the one-act Operas, "The Telephone" and "La voix humaine," 8 p.m., Ulrich Recital Hall, Tawes, co-sponsored by the University of Maryland School of Music and Maryland Opera Studio. 5-1150.

Sunday, May 5

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 2 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

UM Bands 20th Annual Pops Concert: 4:30 p.m., Grand Ballroom, Student Union. 5-5542.

Tuesday, May 7

Meyerhoff Center for Jewish Studies Lunch Lecture: Mor Altshuler, 12:30-2 p.m., 1102 F. Scott Key Hall, K kosher lunch available for \$5. 5-4975.

SEM Computational Science & Industrial Mathematics Seminar: "A Computational Science Case Study: Radio, Geometry, Optimization and Computer Science," Margaret Wright, 3:30 p.m., 3206 Math Bldg. 5-5048.

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

Wednesday, May 8

Sounding the Humanities Discussion: of "Abducting Diana" with off-campus guest speaker, noon-12:50 p.m., 0154 Tawes Fine Arts. 5-2201.

Molecular & Cell Biology Program Spring 1996 Seminar Series: "Harvesting the Sun: Molecular Evolution of Two Unrelated Gene Families," Beverley Green, University of British Columbia, noon-1 p.m., 1208 Zoology-Psychology. 5-6991.

Natural Resource Management Seminar: "Living Machines: a Partnership between Ecology and Engineering," John Todd, Ocean Arks International, noon-1 p.m., 0422 Animal Sciences/Agricultural Engineering Bldg. 5-1198.

Astronomy Department Colloquia: "A Renaissance in Celestial Mechanics," Joseph Burns, 4 p.m., 1113 Computer and Space Sciences Bldg. 5-0282.

Stress Management Peer Education Workshop: 5-6 p.m., 2101 University Health Center. 4-8140.

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

Master Linguist

As a part of Opera Week, Nico Castel, renowned vocalist and linguist, will conduct a masterclass on Thursday, May 2 in the Ulrich Recital Hall from 2-5 p.m. Castel will work with students in Italian, French and German diction.

Castel was born in Lisbon, Portugal, and raised in Caracas, Venezuela. He began his career at the Caracas conservatory. After coming to the United States and graduating from Temple University in Philadelphia, he studied in Italy and Germany.

A specialist in over 200 character-tenor roles, Castel was heard for six years at the New York Opera. In 1969, Rudolf Bing asked him to join the Metropolitan Opera where he is still a regular member.

An accomplished linguist in six tongues, Castel teaches diction, phonetics, language and style to singers and has developed a parallel career in these subjects along with his busy operatic and concert schedule.

Castel is a faculty member of The Juilliard School, the Manhattan School of Music, Mannes College and the 92nd St. "Y" School of Music. He is also a visiting professor at universities across the nation.

For the past 10 years, Castel has had the singular distinction of being on both the roster of the Met as a principal artist and also on the musical staff as staff diction coach.

Opera Week, April 30-May 4, presents an interesting selection of scenes and one-act operas that are free and open to the public.

For more information about Opera Week, contact Liz Yunger, administrator of the Maryland Opera Studio, at 405-5546.



C.S. Lewis Discussion Group: Rev. Susan Astarita, 6-8 p.m., 0100 Marie Mount Hall. 5-8453.

University Theatre Production:

"Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

Opera Week Event: the one-act Operas, "The Stronger" and "The Italian Lesson," 8 p.m., Ulrich Recital Hall, Tawes, co-sponsored by the University of Maryland School of Music and Maryland Opera Studio. 5-1150.

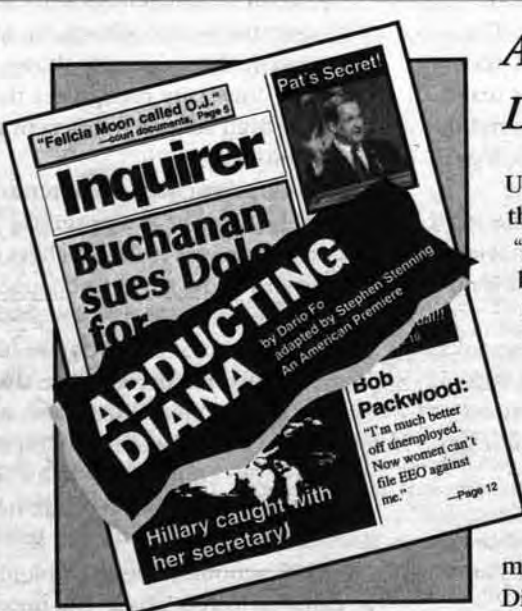
Saturday, May 4

Stamp Union Program Council Recreation Opportunity: canoeing the Rappahannock and camping overnight. A two-day trip, leaving 7:45 a.m. Saturday and returning 2 p.m. Sunday, meet outside the Hoff Theatre, \$19, \$16 for students. 4-8495.

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.*

Abducting Diana

University Theatre presents the American premiere of "Abducting Diana," written by Dario Fo and adapted by Stephen Stenning on in the Pugliese Theatre on May 1-4 and 7-11, with matinees on May 5 and 12 at 2 p.m. "In 'Abducting Diana,' testosterone-crazed lunatics kidnap millionaire media boss Diana Forbes-McKaye," explains Catherine Schuler,



director of the production. "Or at least that's the premise of this farce, which also examines how the media manipulate public perceptions of events—from political debates to sex scandals."

Sign interpretation is available May 11. Tickets are \$10 standard admission and \$7 for students and senior citizens. Special group discount rates are available. Call 405-2201 for tickets or information.

Daniel Fallon to Leave Position

continued from page 1

process will involve a national search, and is expected to take a number of months.

Fallon will continue to head Academic Affairs until July 1. Arrangements for interim leadership beyond Fallon's departure will be determined after consultation with university constituencies, Kirwan says.

In commenting on Fallon's departure from the university's administration, Kirwan noted, "Dan has helped see us through what has possibly been one of the most critical and exciting developmental stages in the university's history.

"His keen insights, extraordinary intellect and clear focus have been an important force behind initiatives moving Maryland to a new level of stature in

higher education.

"The campus community owes him a debt of gratitude for the role he has played in this effort," Kirwan added. "I wish him professional success and personal fulfillment as he returns to his scholarly pursuits."

During his tenure as provost, Fallon directed an intense 18-month-long planning process for the president that has recently culminated in a strategic plan that will guide the future direction of the university.

He also restructured the university's academic administration, implemented fiscal management measures to increase the financial stability of the division of Academic Affairs, which is responsible for two-thirds of the university's \$725 million operating budget, and substan-

tially increased the appointment of African-Americans and women to faculty and administrative positions within the division.

Other initiatives spearheaded by Fallon include the expansion of the university's honors program, now ranked one of the top such programs at any public university nationally, and the creation of the College Park Scholars program, designed to offer high-ability undergraduates an intense and focused living-learning experience.

Additionally, Fallon introduced new procedures for the appointment, promotion and awarding of tenure to faculty members, and was instrumental in the appointment of the university's first Distinguished University Professors, now an annual event.

Spring 1996 Student Prize Readings: the winners of the Katherine Anne Porter Fiction Prize and the Academy of American Poets Prize will read their work, 8 p.m., Grand Ballroom Lounge, Stamp Union. 5-3820.

Thursday, May 9

Numerical Analysis Seminar: "Non-Reflecting Boundary Conditions," Marcus Grote, Courant Institute of Mathematical Sciences, 9:30 a.m., 3206 Math Bldg. 5-5108.

College Park Senate Meeting: 3:15 p.m., 0200 Skinner Bldg. 5-5805.

Department of Meteorology Seminar: "Variations in Moisture Transports over the Central United States," Siegfried Schubert, Dtat Assimilation Office, Goddard Lab for Atmospheres, 3:30 p.m., 2114 Computer and Space Sciences Bldg. 5-5392.

ENRE Seminar: "Modeling of Stress Induces Hillock Formation in Aluminum Interconnects," Stuart Kurtz and Nicholas Rosen, Penn State University, 5:15-6:15 p.m., 1100 ITV Bldg. 5-3898.

University Theatre Production: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre. Tickets: \$10 standard admission, \$7 students and seniors. 5-2201.

University of Maryland Symphony Orchestra: 8 p.m., Ulrich Recital Hall., Tawes, \$16, \$12 seniors, \$10 students. 5-1150.

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*)

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inforM can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inforM office at 2107 Stamp Student Union. To reach the inforM calendar editors by phone, call 405-0825.

Please note that the inforM calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inforM and Outlook.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Milestones and Maidens Depicts Girls Coming of Age

On May 3 at 5:30 p.m. in the University Health Center, "Milestones and Maidens; Girls Come of Age" will document in images and words young women with diverse backgrounds and interests growing up in modern day America.

Olympics. The third girl depicted is an African-American Jewish teenager who is a skilled clay crafter and enjoys school, family outings and cooking.

The project features photographs by Barbara Tyroler, coordinator of the university's Photo Outreach program. Students in the program will also provide photography and stories of additional women living in the area. Narrative will be provided by Marybeth Shea, a professional writer and director of development for the Center for Global Change.

Carol Pearson, dean of Mount Vernon Institute at Mount Vernon College and author of six books, including "The Hero Within," "Awakening the Hero Within," and "Magic at Work" will be a guest speaker along with Roberta Logwood, a licensed social worker. The musical group Beat Girlz will perform. Refreshments will be served at the exhibit that is free and open to the public.

This project is funded in part by the Prince George's Arts Council, the University of Maryland Photo Outreach and the Diversity Initiative.

The photo outreach program and the university's Art & Learning Center both provide students with the opportunity to serve as volunteer mentors and participate in community service projects.

For more information about the exhibit, call Jennifer Gerstein at 314-2787.



The work depicts home life, social life and school life as seen and told through the eyes of three multifaceted teenage girls who live in Prince George's County.

One of the girls is an American seventh-grader of Asian Indian descent who studies ballet and classical Indian dance and plays flute, piano and softball. Another teen has Down's Syndrome and is a special student in Parkdale High School's least restrictive environment classroom. She enjoys swimming and bowling and has won medals in both at the Special

Drums and Dances of Sri Lanka

The Concert Society at Maryland's 1995-96 Worldsong Series concludes with the ritual and exotic splendor of Sri Lankan dance on Saturday, May 4 at 8 p.m. in Tawes Theater. "Drums and Dances of Sri Lanka: Lanka Ranga II," features Upeka, The Sri Lankan Women's Dance Troupe and the Chitrasena-Vajira Dance Company.

The performance is dedicated to the memory of the late Cyril Ponnampuruma.

Ponnampuruma had been a professor emeritus in the department of chemistry and biochemistry since 1971. A renowned scientist, he gained recognition for his investigations into the origins of life.

Colorful traditional and folk dances from the Sri Lankan nation are accompanied by complex rhythms on indige-

nous drums. The dancers, often masked, wear highly decorated costumes. The featured dancer, Upeka, is one of the leading dancers of Sri Lanka and the daughter of the legendary Sri Lankan dance master Chitrasena.

The concert is supported in part by the National Endowment for the Arts, the Maryland State Arts Council and the Prince George's Arts Council. It is co-sponsored by the Embassy of Sri Lanka.

Ticket are \$26, \$21, and \$16 (\$16 tickets are \$9.50 for full-time students with ID and for children over 7). There is a 10 percent discount for university faculty, staff and Alumni Association members and a \$2.50 discount for senior citizens.

To charge tickets by phone or for more information, call 403-4240 or e-mail to consocmd@wam.umd.edu.



Committee Recommends Extending Family Benefits to Domestic Partners

continued from page 1

committee applies the following definitions (based in great part on those used in the College Park Senate resolution):

Domestic Partner—two individuals who live together, as a couple, in a long-term relationship of indefinite duration with an exclusive mutual commitment in which the partners agree to be jointly responsible for each other's common welfare and share financial obligations. Each partner will sign an affidavit of domestic partnership stating that he or she: is at least 18 years old; has been in a relationship of exclusive mutual commitment for at least one year; shares a mutual residence with her/his partner; is not legally married and does not have any other domestic partner; is not related to his/her partner closer than would bar marriage in his/her state of residence; can provide documentation, if requested, of common residence and financial interdependence. (This definition makes no distinction between same-sex and opposite-sex domestic partnerships.)

Amenities and Benefits—the relevant institution-controlled amenities and benefits include (but are not limited to) library privileges, facilities use, and ticket discounts; the relevant system-controlled benefits are tuition remission and family leave; the relevant state-controlled benefit is health-care coverage.

Recommended Regents Action

The committee recommends that the Board of Regents adopt the following resolutions:

- The Regents call upon the Maryland Attorney General's Office to develop a statement of nondiscrimination with regard to sexual orientation to be included in UMS policies and to be presented for consideration by the Regents Committee of the Whole at the earliest possible date.

- The regents call upon the UMS institutions to extend to domestic partners the same institution-controlled amenities and benefits currently enjoyed by legal spouses of employees, in keeping with an organizational climate of dignity and respect for all individuals regardless of sexual orientation. Each president will be responsible for development of institutional policies and procedures to implement this resolution as soon as is practicable.

- The regents call upon the system-wide Human Resources Council to draft revisions to UMS policies with the goal of extending to domestic partners those system-controlled benefits currently enjoyed by legal spouses of employees. The recommended changes should assure that related procedures and provisions (e.g., period of employment for eligibility) are equitably applied to all beneficiaries and that required administrative processes (e.g., reporting taxable benefits) are addressed. The council should present the proposed revisions, along with a detailed fiscal note, to the Regents Committee on Finance at the earliest possible date.

- The regents encourage appropriate state officials to consider extending state-controlled spousal benefits to domestic partners of all state employees and to work with UMS staff to review the potential of "cafeteria" benefits plans to help address this and other pay equity issues.

The committee makes its recommendations in the firm belief that they will have a beneficial effect on

the UMS institutions and their employees. By actively pursuing a policy of equitable treatment of employees, the UMS will enhance its ability to recruit the very best to its ranks. Moreover, these measures will improve morale of current employees by reaffirming the UMS leadership's commitment to a workplace characterized by fairness and nondiscrimination.

While some employees may object to domestic partnerships because of religious or other beliefs, as a public entity the UMS cannot base its personnel decisions on such individual beliefs.

On the contrary, the system has an obligation to ensure that personal beliefs play no role in conditions of employment. The UMS also has an obligation to create an organizational climate of mutual respect, acceptance of diversity, trust, and integrity, in keeping with the best traditions of this academic community.

Based on careful analysis of demographic data and current costs of employee compensation, the extension of institutional and system amenities and benefits to domestic partners of employees appears unlikely to result in any significant new expenditures by the UMS institutions.

Not only should costs for the benefits themselves be negligible, the administration of those benefits will require little or no additional expense, given the small number of individuals involved and the systems already in place to verify spousal relationships.

While it is difficult to estimate foregone revenue resulting from the extension of tuition remission, the worst case scenario suggests a figure of \$170,000 annually. This figure is based the highest estimate of eligible individuals and assumes domestic partners would use the benefit at the same rate as legal spouses; however, experience at other institutions indicates domestic partners tend to opt for benefits at a far lower rate than spouses.

Moreover, this figure assumes that every tuition remission recipient displaces a student paying full tuition; experience suggests that actual displacement is the exception not the rule. Also difficult to quantify are the financial benefits that will result from increased productivity through improved morale and from good will generated in the external community.

The experience of many businesses that have extended benefits to domestic partners is that the organization received a positive return on its investment in the form of increased loyalty and productivity.

Therefore, the committee expects its recommendations will result in long-term gains for the UMS institu-

tions by helping them attract and retain the very best faculty and staff.

Political reactions and ramifications resulting from implementation of the committee recommendations will no doubt be mixed. Some state legislators will welcome the university system's leadership on extending benefits, others will take issue with it.

In what might be viewed as a bellwether decision, the General Assembly was unwilling during the current session to pass the Governor's bill banning discrimination based on sexual orientation. Informal discussions with political

leaders, however, suggest that they respect the management authority of the UMS in this matter.

To maximize the positive aspects of these recommendations, and to minimize any risks they may pose, a proactive communications effort should accompany implementation. Because the committee believes the recommendations represent progressive and responsible management, it believes that sharing this message widely and accurately with current and prospective UMS employees will help ensure a salutary effect on the workplace. These messages should emphasize that

The committee concluded that extending benefits to domestic partners would have significant value for the UMS that far outweighs the negligible costs. The committee firmly believes that all UMS employees should be accorded dignity and equity in the workplace, that sexual orientation should not be a factor in employee compensation and that the UMS has a responsibility to oppose all forms of prejudice.

the extension of benefits to domestic partners is indeed a matter of equity and dignity.

The committee did not identify any significant implications of the recommendations for current or prospective students, except the potential benefits resulting from improved employee morale.

In Other Business

The Board of Regents approved a four-year funding plan for the system. The Vision III Funding Plan sets priorities for allocation of funds among the 13 UMS institutions.

The plan allocates funds for a range of priority initiatives, as well as debt service on Academic Revenue Bonds and operating and equipping of new facilities.

The board charged Chancellor Donald Langenberg to work with the presidents of the UMS institutions to develop a system-wide plan to improve graduation rates for African-American students.

The regents also approved room and board fees for the 1996-97 academic year; amended bylaws to provide for a UMS staff adviser to the board similar to the existing position of faculty advisor; and approved a proposal to distribute up to one-and-three quarters percent of market value from the system endowment fund to reimburse UMS institutions for costs incurred in administering the fund.

Mohapatra Ponders the Existence of a Parallel Universe

Rabindra Mohapatra, currently spending a year doing research as part of the Distinguished Faculty Research award, was recently cited in the Dallas Morning News for his work in particle physics.

Mohapatra and colleagues have been tackling a difficult question: How does the universe work?

There are many inconsistencies in the way planets, stars and other matter behave that discount theories as fast as they are formulated. A theory proposed by Mohapatra and Zurab Berezhiani of the Georgian Academy of Sciences in Tbilisi, Georgia, would explain some of the inconsistencies.

Small particles called neutrinos are emitted because of nuclear reactions in the sun. Many neutrinos have been counted, reaching the earth, but the path of a large number of neutrinos is a mystery. This is where Mohapatra's idea comes into play.

Mohapatra suggests the existence of a parallel universe, made up of shadow matter, as the place where the neutrinos end up. In this parallel universe, there are particles similar to those in ours, but there are no forces joining them. They do not

bond and behave in the same way as the particles we know.

The parallel universe would exist in the same space that we occupy. According to Mohapatra, a theoretical person in this universe could not be seen by us because they do not emit light. Their presence could only be felt by electricity and forces. The only real common factor between our universe and the shadow universe is Newton's Law of Force, Mohapatra explains.

He adds that the theory is difficult to test, by nature, but that a means of testing may come about. One suggestion he has is using the Hubble telescope. Mohapatra says that the shadow matter theory may have application for the tracking of planets. He describes the theory as "a useful way to explain movements."

Mohapatra and his colleagues started work on this topic about a year ago and are still pushing forward. Mohapatra says that the theory could become very important, if proved true. "If the new picture is correct, we will have a totally different picture of how the universe was created," Mohapatra adds.

—JARED FEATHERSTONE

For Your Interest

Moving Books

As the libraries have run out of shelving space for library materials in general stack areas, the campus planning office is helping to identify on-campus space adaptable to permanent storage of the materials.

Until then, seldom-used items from the McKeldin Library general collection will be identified and transferred to compact shelving on 4M in McKeldin, where they will be accessible to users as needed. Overflow materials from the branch libraries, including the art, engineering and physical sciences and music libraries, will be housed in temporary shelving along the walls of the late night study room in Hornbake Library and be accessible to users. Materials will be moved this summer.

For more information, call Gary Kraske, associate director for Administrative Services, at 405-9045.

Configurable Distributed Systems Conference Set

The International Conference on Configurable Distributed Systems (CDS '96) will be held May 6-8 at the Loews Annapolis Hotel. CDS '96 is the premier technical forum for researchers and practitioners to study on-line system configuration ranging from application-level programming tools and management techniques to network communication protocols and operating system services.

The university's Institute for Advanced Computer Studies and the Institute of Electrical and Electronics (IEEE) Engineers Computer Society are sponsoring the conference which will address topics including configurable parallel systems, multimedia and adaptive systems. Presenters will come from universities from around the world.

To obtain a complete agenda, please contact Johanna Weinstein at 405-6722.

A Salute to Broadway

On Sunday, May 5 at 4:30 p.m., the University of Maryland Concert Band and the Symphonic Wind Ensemble will present the 20th Annual Pops Concert in the Grand Ballroom of the Stamp Student Union. This year's program will be a salute to Broadway featuring special guest Heather Soroka, who performed in the Broadway Hit "Annie."

Tickets are \$10, \$7 for students and senior citizens. For tickets and information, call the Band Office at 405-5542.

Enhancing Women's Skills in Job Exploration

The President's Commission on Women's Issues presents "Enhancing Women's Skills in Job Exploration," on Thursday, May 9, in 1143 Stamp Student Union from 1-3 p.m.

The workshop was created to assist senior graduating women in their upcoming job exploration endeavors. For more information, call the President's Commission on Women's Issues at 405-5806.

Sailing Association Seeks Adviser/Donations

The Maryland Sailing Association (MSA) offers its members a wide range of sailing experiences from day cruising to whole weekends of racing. It is an active student organization as both a club and a team. Many of the experienced members provide coaching and assistance to new and inexperienced members.

The group is in need of donations of time, money and equipment such as a whaler, which would increase safety on the water as well as enabling MSA to stage their own races, or a minivan, which would make travel easier and cheaper.

MSA is also interested in having an active adviser to maintain continuity in the club as members graduate. Any donors would be welcome to sail with MSA.

For more information, contact Josh Crosby, MSA commodore, at (301) 596-9075, email: mdsail@wam.umd.edu.

Judicial Programs Looking for Advisers

The Office of Judicial Programs, which is responsible for the administration of the student conduct system and academic integrity cases, is seeking qualified staff, faculty or graduate students to advise a student judicial board.

This is a voluntary practical experience that would entail approximately 3 hours per week, depending upon the individual case. The adviser is expected to effectively advise one board which meets once a week from 4 to 7:30 or 8 p.m. Necessary training is provided by staff members of the Office of Judicial Programs.

If you are interested in this opportunity, please call 314-8204.

MFA Thesis Exhibit

From May 1-26, MFA students will exhibit their thesis projects at The Art Gallery, located inside the Art-Sociology Building.

Students include Larissa Bank, Julia Catron, Hsin-Hsi Chen, Shay DeGrandis, Bryant Guerrero, Susan Main, Larry Mullins, Werner Paul and Meena Sharify-Funk.

The opening reception is Wednesday, May 1 from 5:30-7:30 p.m.

Gallery hours are Monday through Friday, noon to 4 p.m.; Wednesday, noon to 9 p.m. and Saturday and Sunday from 1 to 5 p.m.

For more information, call 405-2763.

Peer Mentors Aid Group Project Assignments

Many university courses now require students to work in groups on complex class projects. These give students a chance to learn about teamwork, including the challenging tasks of sharing responsibility and managing cooperation. Students must learn from each other and the professor isn't always available to resolve disputes.

As part of the IBM-TQ Project's four-course sequence for undergraduate business and engineering majors, students are organized into teams during their first course, Introduction to Quality and Design. Each team completes a semester-long project that focuses on improving the design of an everyday consumer product. Student feedback from Fall 1994 revealed that the team participation requirement was difficult. Common problems were unfocused meetings, imbalance of workloads, and internal conflict.

As a preventative approach to these problems, a peer mentor was assigned to each team during Fall 1995. Mentors, selected from students who had already completed the course, act primarily as group facilitators. Their responsibilities include modeling effective communication, helping groups write group charters that formalize expectations, and fostering efficient group dynamics. Mentor Mark Lewis comments that, "My responsibility is to ensure that they know all the resources and tools available to them. I am there to make sure they function as a team."

The incorporation of the mentors supplements the classroom lecture by offering another perspective. The mentors, having taken the course, are attuned to what the teams are feeling while still seeing the larger picture. As Julie Meawad cites, "They give us insight as to how to approach certain areas in the class which the professors can sometimes be vague about."

An important guideline for mentors is not to become part of the team, but to remain independent and objective. This allows mentors to mediate conflict and to provide objective feedback. As teams reflect on their own performance, it is the role of mentors to hold up the mirror. For example, mentors often reserve time at the end of group meetings to offer the teams feedback about their meeting organization, communication, and roles. Mentor Vikas Mahajan remarks that "Conflict is healthy and normal in teams, but mentor training provides tools for learning from conflict rather than just suffering from it."

Mentors build their facilitation skills and discuss group problems as part of a concurrent course "Practicum in Group Project Management" taught by Geno Schnell (Office for CQI). This course allows mentors to practice skills such as giving meeting feedback, using group problem-solving tools, and diagnosing group effectiveness. Through the act of teaching, the mentors are learning the total quality concept by experiencing it. This empowers the students to own their education.

Schnell adds that "the mentor program is a good example of responding to students as customers. First, it is aimed directly at correcting problems raised in feedback. Second, it adds educational value because the team learning is stronger and the mentors can enhance their own TQM knowledge." Mentor Adam Waxman concurs, "Being a mentor has furthered my skills as a team member. It reinforces my view on TQ."

The tools to effectively facilitate teams will also benefit mentors once they leave the classroom and head to the workplace. According to Peggy Phillips, manager of the IBM-TQ Project, "Corporations are anxious to hire employees experienced with group facilitation. Cross-functional teams are common-place in organizations today and it is a requirement that employees be comfortable working with them."

For the students involved, the incorporation of the mentor program has been rewarding. A post-course evaluation revealed several high-scoring areas of the mentors' performance, such as providing positive feedback, suggesting different roles, remaining neutral, and alerting teams to potential problem areas. The mentors appear to have helped the teams reach a heightened level of performance.

Kendra Halper looks back on her group project: "We learned a lot about each other, as well as how to maintain control in group situations. Our mentor has been there to guide us in the right direction. This method of teaching has widened our horizons of thinking and learning. I have taken what I learned in this program to heart and used it as much as possible outside of the classroom."

Mentors also reflected on their first semester and reported rewards such as "helping your team overcome an obstacle, applying class concepts to real life, and knowing that they look to me for guidance."

There have been struggles, such as not knowing how to help a team, coping with teams that don't want advice, and learning to listen, rather than providing an opinion. Serving as a mentors has given them a different perspective of the learning process. The opportunity to teach other students perhaps best influences their own educational experience by providing the intrinsic rewards of positively influencing their peers.

—CHRISTINA SOMERVILLE

Continuous Quality Improvement

Terry Gips:

Artistic Pioneer

Past a locked office door beneath the Art Gallery, Terry Gips leads a busy life. While juggling her roles as the director of the gallery and associate professor of art, the energetic woman tries to find the time to pursue her own personal interests as an artist.

A reluctant Gips accepted the position as director in 1992 when she returned from sabbatical.

"I really wanted to focus on my own work as an artist," she remembers, "but I also knew that this would be an extraordinary chance to contribute to the cultural life of the campus and the region."

She also attributes her acceptance to an aversion to saying "no" and a love for hard and challenging work.

As the gallery's director, Gips curates exhibits, develops programs and handles the duties that come with being in charge of the gallery, which is a department of the college of Arts and Humanities. A vibrant and charismatic individual, she also negotiates with guest curators, organizes lectures and symposiums and does fund-raising and promotional work for the gallery.

Under her guidance, she believes the gallery has "become much more of a presence in the [Maryland and D.C.] contemporary art scene" through cross-current shows, speakers and other special events. The staff has also tried to get museums, historians and collectors involved through an annual roundtable on collecting.

"It's been a lot of work, but it is exciting to see what can happen with a dedicated team of staff."

With the use of digital technologies in the office, in exhibitions and in cataloging the permanent collection, as well as maintaining a "very extensive and actively evolving web site," Gips says the gallery is "in the forefront on campus and among other museums and galleries." She has helped it move to a fully networked and electronically served operation and the catalogue of the permanent collection is currently being put on-line, a task which she is extremely determined to complete so that it can be used more by the campus community and others in the region.

"We have some wonderful works and I want them to be seen, enjoyed and studied," she says. "I don't think art should collect dust in the closet."

Since her arrival on campus in 1984, computer graphics programs for fine arts and design students have been established and electronic technologies have been brought into the classrooms. She labels the sole computer media studio on campus as "wonderful," but still feels "Maryland is a bit behind." She would like to see inter-disciplinary courses addressing digital technologies as they relate to visual culture and the arts and humanities.

Some of this is happening, she says. "The English department is doing some very interesting things with multimedia—teaching students to understand the shared technology for image, text and sound." A group of faculty in the arts and humanities, CHANT (Creative Humanities Applications in the New Technologies) has been meeting for about a year to plan a variety of cross-disciplinary events including a conference next fall. There is also proposal for a university-wide certificate program focusing on technology.

The accomplished photographer is also disappointed that photography has not acquired a presence in either the art or art history programs. "It is such an influential medium and has been since the late 19th century," she says with concern. "It puzzles me that it continues to be ignored by many."

Several exhibitions of which she is especially proud have appeared since her coming aboard. In November and December of 1995, Gips curated a major exhibition of electronic art work, the Digital Village, which contained displays of multi-media and interactive pieces. She set the tone of the exhibit to address what she thinks is the one of the most important and difficult areas of contemporary art.

Although not personally involved with interactive

or on-line art work, she does use digital technologies extensively in her own work.

Currently, Gips, whose large warm smile compliments her friendly eyes, works with photography, digital imaging, mixed media and installation.

She has been a part of over 25 shows during her career and has exhibited her work throughout the United States and Canada as well as Germany and China. The prolific writer and speaker has had much of her photographic, written and art work published and has been the subject of numerous reviews. Her name has appeared often in many artistic publications.

One classification of her work she has assembled into a portfolio is a study of landscapes with large rocks and stones that "lie somewhere between stone and architecture." Gips, who has loved the landscape and "space-making" since childhood, has visited many ancient sites all over the world where stones have been moved to, or naturally, resemble structures. She is very interested in the margins between nature and human constructed artifacts. Very grounded in the land, she feels she will "always retain this connection to balance the more intellectual—and now with digital media—the ephemeral and non-material aspects of my work."

Additionally, she has compiled a portfolio of landscapes which exemplify chaotic nature, and says she likes the difference in nature between here and other areas of the United States, such as the openness of the Southwest which contrasts with the closed-in quality of Northeast wooded areas. "I'm interested in the tensions between order and disorder. It seems that landscape—particularly the plants which cover the surface of the land—are a good example of that tension."

She can make these comparisons first hand, having grown up in New York state and then living in Vermont for 10 years. She finally settled in the D.C. area and has been here for the past 12 years. Yet, she calls New Mexico her other "home" even though she has never lived there; she has spent short periods of time there over the years and photographed the landscape and the adobe architecture.

Gips also has focused on the juxtaposition of figures with architecture in the background in her photography. "Architecture is, at times, an extension of the body and the mind as well as a shelter for it... [it] can also be a metaphor for the body. In some of my work I see the body as house/home."

She attributes her interest in architecture to an inner house-making or nest-making instinct. "I was always arranging things, building and drawing spaces to get inside of," she says, "all the way from the child's sheet draped over chairs to make a tent in the dining room, to tree houses, to houses from leaves or snow tunnels and caves." The most formal building she did as a child was from bales of hay. "I grew up on a farm and the haymow could be made into a castle by stacking and arranging the bales of hay," she remembers.

"I've always juggled lots of things," she says referring back to her job as director and to her own artistic works. "[I've] been interested in lots of things, wanted to weave together or connect different ideas. At the same time that I'm interested in technology, I am also very interested in low-tech things. I use stones, dirt, wood in my installations alongside circuit boards."

Gips earned her undergraduate degree at Cornell with a mixture of liberal art work. She says she had plans at that time to go on to urban studies or city planning with a focus on Latin America, but those plans shifted in graduate school. Gips studied architecture for her 1971 masters from Yale, and stumbled

into photography there. "It started as a summer distraction my first year, but after one night in the darkroom, I became hooked."

A recipient of numerous honors, including an entry in "Who's Who in American Art," Gips wandered into the combined worlds of computers and art somewhat by coincidence. In 1984, she was given a grant by IBM to establish computer labs to teach design in the design department which no longer exists on campus.

"Technology has had a huge impact on the arts," says Gips with conviction. She has written numerous published pieces and given many talks on the subject. "It affects the way we understand and know other cultures and our art work."

The advancements have changed her personal work as any new tool or media. "I would say that the cultural changes brought about by digital technologies has changed my work more than the mechanical tool itself," she says. "Much of my work recently has dealt with technology as subject matter, as an element in my personal and intellectual thinking."

For the relatively simple, digitally montaged photographs Gips has produced in the last several years, she usually attains her images via a video camera connected directly to a video digitalizing device inside a computer. "In effect, the video image appears 'live' on the computer screen, and I select a single frame by pressing a key."

"Sometimes I point the video camera at people or objects set up in the studio beside the computer. Other times I point the video camera at a photograph I have taken or other 'borrowed' pictures."

Once the images are on the computer, she works with them using any number of software programs and then has them printed.

Even with the accessibility of this new technology, skills must triumph over the machine, says Gips. The computer won't make up for a lack of talent or ideas. She sees the technology usually making a change for the better, but feels it will not replace traditional means of expression.

"The computer facilitates the blending of media," says the modern-day explorer in an excited voice. "It offers more options in a shorter amount of time."

The resulting challenge she says is to set limits since there is a bitter-sweet problem of being distracted by the infinite options available.

The artist must be self-disciplined.

And Gips can't afford to let herself be distracted. The balancing act she must perform to satisfy her pangs as an artist in her own right is heavily strained by her many obligations on- and off-campus as a member in campus and professional organizations. "Thank goodness my husband and my cat are very supportive and understanding when I come for dinner at 8:30 on a regular basis."

Gips tries to blend her position as director with the pleasures as a creator. Some of the work she has done and is doing on major exhibitions is her current creative work and related to her own concerns as an artist.

"I have made a conscious decision to focus on the work of the Art Gallery," adding she is eagerly looking toward a sabbatical coming up a year from now so she can spend more time on her own interests.

Gips explains "it's quite distressing and stressful" not having the time to work on her own projects. She hasn't been able to work on a regular basis in recent months and is always looking for a way to spend more time on her projects. As she says, "Making art is a necessary ingredient in my life."

—GINGER SWISTON



Scott Suchman